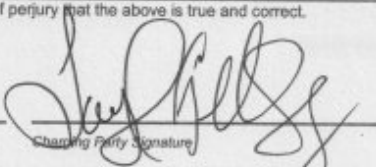


CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 433-2024-00418	
null _____ and EEOC _____ <small>State or local Agency, if any</small>			
Name (indicate Mr., Ms., Mrs.) Taisha Gilliam-Springer		Home Phone (incl. Area Code) 850-980-4137	Date of Birth 07/10/1974
Street Address City, State and ZIP Code 1241 Winding Arbor Trail Apt 304 Raleigh, NC 27606			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name WSP USA Inc		No. Employees, Members 15+	Phone No. (Include Area Code) 717-859-7527
Street Address City, State and ZIP Code 434 Fayetteville St #1500 Raleigh, NC 27601			
Name _____		No. Employees, Members _____	Phone No. (Include Area Code) _____
Street Address City, State and ZIP Code _____			
DISCRIMINATION BASED ON (Check appropriate box(es).) <input checked="" type="checkbox"/> RACE <input checked="" type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify) _____		DATE(S) DISCRIMINATION TOOK PLACE Earliest _____ Latest 11/3/2023 <input checked="" type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)). <p>Enclosed, please find the attached emails from October and November, which provide concrete evidence of the discriminatory treatment and hostile actions I have endured. These communications unmistakably reveal a consistent pattern of retaliation intended to stifle my voice and undermine my professional integrity, consequently fostering an intimidating work environment.</p> <p>The targeting, discrimination, and subsequent retaliation were a direct consequence of my unwavering commitment to upholding ethical standards and speaking the truth within the company. The repercussions of these actions have significantly impeded my professional advancement and well-being, thus contravening both company policies and federal regulations designed to protect employees from such unjust practices.</p> <p>It is pertinent to note that various internal investigations and complaints have been filed by individuals who have directly witnessed Ms. Erica Groff-Balani's conduct.</p> <p>Moreover, the detrimental impact of the discriminatory treatment and retaliation orchestrated by Ms. Erica Groff-Balani has cultivated a toxic work environment, leaving a profound negative effect on my professional well-being. Despite my persistent efforts to escalate this matter through the appropriate organizational channels, it is disheartening that the issue has been sidelined, allowing the mistreatment to persist without resolution.</p> <p>Having faithfully adhered to the prescribed procedures, including presenting my case to HR and the EEO on multiple occasions, the lack of decisive action and failure to address the situation have only exacerbated the challenges I face within the workplace.</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT _____	
I declare under penalty of perjury that the above is true and correct. Date 11/8/2023  <small>Charging Party Signature</small>		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <small>(month, day, year)</small>	